

EEO PUBLIC FILE REPORT Townsquare Media Odessa License, LLC
KBAT-FM, KZBT-FM, KMND-AM, KODM-FM, KNFM-FM 04/01/19 – 03/31/20

Section 1. Vacancy List:

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hire
Account Executive (October 19)	03, 05, 06	01-00 02-00 03-00 04-01 05-03 06-04	04 – 1 hired
Account Executive (November 19)	03, 05, 06	01-00 02-00 03-00 04-00 05-03 06-02	05 – 1 hired
Director of Sales (July 19)	03, 05, 06	01-00 02-00 03-00 04-00 05-00 06-01	06 – 1 hired
Market President (June 19)	03, 05, 06	01-00 02-00 03-00 04-01 05-00 06-00	04 – 1 hired

Section 2. Recruitment Source List:

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
01	On Air KZBT-FM, KNFM-FM, KODM-FM, KBAT-FM and KMND-AM	N	0
02	KBAT/KNFM/KZBT/KODM/KMND 11300 State Hwy 191 Bldg. 2 Midland, TX 79707 Walk In – at main office	N	0
03	Facebook.com	N	0
04	Referrals	N	2
05	Indeed.com (via Greenhouse)	N	6
06	Linked in (via Greenhouse)	N	7

Total Number of Interviews over 12-month period: 15

TOWNSQUARE MEDIA MIDLAND-ODESSA LICENSE, LLC
KBAT-FM, KODM-FM, KNFM-FM, KZBT-FM KMND-AM
EEO PUBLIC FILE REPORT

April 1,2019-March 31st, 2020

III. Recruitment initiatives

<u>Type of recruitment initiative</u>	<u>Description of activity</u>
Job Fairs	March 31, 2019 - The Director of Sales held a TSI focus job fair at the local office for Account Executive recruitment. Commercials were run on the air one week in advance promoting the event and interviews were given by DOS.
Management Training	Director of Sales took 2hr training Classes for Harassment Prevention and Diversity Training which included elements of ensuring equal opportunity employment and anti-discrimination sections completed in 2019, for each section a certificate of completion was received.
West Texas Blowout	Townsquare Midland-Odessa did a "Live" broadcast at The West Texas Blowout (Compensated) and TSM also had a Booth from which On-air talent encouraged visitors on the radio to stop by and inquire about open sales positions. DOS provided the TSM website to go and fill out application for open sales positions (July 19, 2019).
Pop 2k Mix 97 Presents	Townsquare Midland-Odessa did a "Live" broadcast at Wagner Noel (Compensated) and TSM had a table set up from which On-air talent encouraged visitors on the radio to stop by and inquire about open sales positions. They were provided the TSM website to go and fill out application for open sales positions, plus the opportunity to meet the Director of Sales. (May, 18, 2019).

Party @ the Park

Townsquare Midland-Odessa did a “Live” broadcast at Cimerex Energy Pavilion (Compensated) and TSM had a table set up from which On-air talent encouraged visitors on the radio to stop by and inquire about open sales positions. They were provided the TSM website to go and fill out application for open sales positions, plus the opportunity to meet the Director of Sales. (December 31, 2019).

Kent Companies

Townsquare Midland-Odessa did a “Live” broadcast at Kent Companies Recruitment Fair (Compensated) and TSM had a table set up from which On-air talent encouraged visitors on the radio to stop by and inquire about open sales positions. They were provided the TSM website to go and fill out application for open sales positions, plus the opportunity to meet the Director of Sales. (February 27, 2020).